

8. Corporate Disquiet and Spiritual Keys to Enhance Productivity

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Abstract

The purpose of this paper is to explore the impact of spiritual quotient (SQ) on the organisational sustainability. Till date, many organisations around the world are facing environmental, social and economic issues affecting their organisational sustainability.

It is to explore the relevance of human spiritual intelligence (SQ) in order to put forward a holistic framework for the development of human resources. It is postulated that a holistic mechanism leads to the incorporation of human spiritual intelligence for the best utilization of human resources. However, it is noted that the present HRD approach is lacking the most influential element of SQ. With multi distinctiveness of SQ, researchers indicated that managers and practitioners need to understand in depth this most emerging component of human intelligence.

Therefore, the proposed model of nine principles of spirituality in workplace intended to integrate all aspects of human intelligence in developing holistic framework for the prosperous employees of the organization. Researchers conclude with implication for future research and managerial practices as suggested by the holistic framework for HRD.

Keywords: Organization, Human Intelligence, nine principles of spirituality.

Today, we live in the transition period between the old definition of work as survival and the new definition of work as livelihood. New management techniques and new organizational structures are needed to handle this emerging context. Our job, as leaders, is to facilitate the discovery of spirit, to esteem it, to celebrate it, and to hold others accountable for their expression of it. Support employees and colleagues in being clear that part of their job responsibility is to fully express their spirit, their life purpose, and their gifts. Spirituality is becoming more openly recognized as an integral part of work. Workplace spirituality is not about organized religious practices. It's not about God or theology. Workplace spirituality